

April 17, 2015

Subcommittee Meeting Three: Lead Teacher Recommendation

Tifton, GA

Directions:

Each group will review the recommendations from March 26 for their assigned topic. For each recommendation the group will vote for one of the following options:

1. Recommendation would go to DECAL to amend current policies. (Bring to full subcommittee for a vote on May 6.)
2. Recommendation would go to the full Education Reform Committee. (Bring to full subcommittee for a vote on May 6.)
3. Recommendation sent to DECAL with request for additional information.
4. Recommendation deleted.
5. Recommendation completed.

GROUP #1

Notetaker: Adrienne Hamlin

Members:

Scott Cotter

Mindy Binderman

Lynn Ross

Wande Meadows

Hows King

Kylie Holley

Sara Arroyo

Donnie Hodges

Lead Teacher Salary			
Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
1. Develop a pay structure based on teacher's years of experience and credential. (8 Green Dots)	Education Committee Recommendation	Additional Funds/Resources	Recommendation: #2
<p>DECAL Suggested Revision: Incorporate teacher experience into the current Lead Teacher Structure.</p> <p>Public Pre-K: Teacher experience supplement would range from an additional <u>2</u> % to <u>3</u> % every <u>2</u> years and capped at <u>20</u> # of years.</p> <p>Base Salary (Bachelor): Base Salary (Certified):</p> <p>Private Pre-K: Teacher experience supplement would range from an additional <u>2</u> % to <u>3</u> % every <u>2</u> years and capped at <u>20</u> # of years.</p> <p>Base Salary (Bachelor): Base Salary (Certified):</p> <p>Flexibility:</p>			
<p>Current Policies/Additional Feedback:</p> <ul style="list-style-type: none"> • Current Policies: <ul style="list-style-type: none"> ○ Current pay scale is based on credential level (bachelor, certified rate) ○ Base Salary for Bachelor's Degree: \$24,237 \$30,237 ○ Base Salary for Certified Salary: \$33,403 ○ Must pay 90% of salary • Additional Feedback: <ul style="list-style-type: none"> ○ Currently a 38% difference between Bachelor and Certified, but only 25% when program started. ○ 90% rule is confusing to programs. Difficult to calculate the 90% due to the proration. Leave this in place as it provides flexibility ○ Consider incorporating Recommendation 3: Continue base salary and add funds for years of experience with flexibility for providers to pay the amount determined to be appropriate. 			
<p>Committee Revision/ Notes:</p> <p>Advanced Degrees?</p> <p>Pre K is becoming a resume builder. Sites should have the flexibility to use the \$ based on credentials of teachers</p>			

Lead Teacher Salary			
Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
2. Develop a pay structure based on teacher's effectiveness (method to be determined) (9 Yellow Dots)	DECAL Policy Recommendation (if DECAL revision is accepted)	Reallocation (if DECAL revision is accepted)	Recommendation: # 1
DECAL Suggested Revision: DECAL should study the feasibility of teacher effectiveness measures that programs could use in a pay step structure.			
Current Policies/Additional Feedback: <ul style="list-style-type: none"> • Current Policies: <ul style="list-style-type: none"> ○ Currently there is not a teacher effectiveness measure spanning across program types. • Additional Feedback: <ul style="list-style-type: none"> ○ Full reform committee is making recommendations regarding teacher effectiveness. These recommendations will not be made within this subcommittee's timeline. ○ DECAL can explore teacher effectiveness measures, but not definitively within the subcommittee's timeline. 			
Committee Revision/ Notes:			

Lead Teacher Salary

Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
3. Continue base salary and add funds for years of experience with flexibility for providers to pay the amount determined to be appropriate. (3 Green Dots)	Full Education Policy Revision	Additional	Recommendation: # 4
DECAL Suggested Revision: Delete this recommendation. It is now incorporated in recommendation 1.			
Current Policies/Additional Feedback: (See Recommendation 1)			
Committee Revision/ Notes:			

Assistant Teacher Salary

Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
1. Increase Assistant Teacher Salary by 8-11% (14,440-\$15,200) (3 Green Dots)	Full Education Policy Revision	Additional	Recommendation: # 4
2. Establish a suggested pay schedule (\$15,000-\$20,000) with a mandatory minimum salary (90%) with incentives based on advancing credentials and providers being eligible or in the process of Quality Rated. (10 Green Dots) Restate – Develop a pay structure for Assistant Teachers.	Full Education Policy Revision <ul style="list-style-type: none"> Assistant Teacher experience supplement would range from an additional <u>2</u>% to<u>3</u>% every <u>2</u> years and capped at <u>20</u> # of years. (Public and Private the same) 	Additional	Recommendation: # 2

DECAL Suggested Revision: Choose one recommendation: 1) Increase Assistant Teacher Salary by 8-11% (14,440-\$15,200); or 2) Establish a suggested pay schedule with a mandatory minimum salary (90%) with incentives based on credential. Base Salary:

Current Policies/Additional Feedback:

- Current Policies:
 - Current pay is a flat rate (\$13,335). **\$14, 816 (\$9.17 hour)**
 - 100% must be paid to assistant teacher. **Must spend a minimum of pay**
- Additional Feedback:
 - K-12 paraprofessionals are not paid on a scale, unless provided by local BOE's.
 - The average reported salary for all providers is \$14,479.
 - Elements in Recommendation 2 need to be incorporated into this recommendation.
 - Quality Rated participation should not be tied to Assistant Teacher salary.
 - Funds (DECAL Scholars, Scholarships/INCENTIVES) are available to support Assistant Pre-K teachers in advancing their credential.

The following Non-instructional discussions were led by Susan with input from subcommittee members with agreement on recommendations.

Non-Instructional, Administrative Expenses, and Startup Funds			
Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
1. Cost analysis based on reconciliation report to determine actual amount spent on Pre-K (recommendation should be made based on final cost analysis report)	DECAL Policy Recommendation	Neither	Recommendation: # 5 Completed
DECAL Suggested Revision: Recommendation Completed.			
Current Policies/Additional Feedback: See handout			
<ul style="list-style-type: none"> • Current Policies: • Additional Feedback: 			
Committee Revision/ Notes:			

Non-Instructional, Administrative Expenses, and Startup Funds

Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
2. Increase the administrative amount based on current studies on appropriate administrative costs. (11 green dots)	DECAL Policy Recommendation	Neither	Recommendation: # 3

DECAL Suggested Revision: DECAL should conduct further research to determine the actual average amount of administrative costs.

- Current Policies/Additional Feedback:**
- Current Policies:
 - Administrative costs are classified as non-instructional costs. Non-instructional costs include more than administrative funds.
 - There is a cap of 6% of total Pre-K revenue for administrative costs.
 - Additional Feedback:
 - Administrative costs reported for private are 6% of revenue, 3% for public providers.

Committee Revision/ Notes: **How to define administrative costs?**

Non-Instructional, Administrative Expenses, and Startup Funds

Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
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3. Start-up funds should be increased to \$12,000.	Full Education Policy Recommendation	Additional	Recommendation: # 2
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DECAL Suggested Revision: None.

Current Policies/Additional Feedback:

- Current Policies:
 - Start-up funds are currently \$8,000.
- Additional Feedback:

Committee Revision/ Notes:

Non-Instructional, Administrative Expenses, and Startup Funds

Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
4. Remove the mandate to allow flexibility in use of classroom funds (1 green dot, 4 yellow dots)	DECAL Policy Recommendation	Neither	Recommendation: # 3
5. Maintain flexibility currently in place	DECAL Policy Recommendation	Neither	

DECAL Suggested Revision: Choose one of the recommendations or delete both recommendations.

Current Policies/Additional Feedback:

- Current Policies:
 - Programs are required to spend a minimum of \$1,000 on classroom materials, supplies and equipment annually.
- Additional Feedback:

Committee Revision/ Notes: Currently can request the use of funds for additional items – draft words

Non-Instructional, Administrative Expenses, and Startup Funds

Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
6. Move Administrator/Director salaries to "fixed" costs.	DECAL Policy Recommendation	Neither	Recommendation: # 3

DECAL Suggested Revision: 6% of non-instructional funds would be considered a fixed cost and would not be prorated based on class size.

Current Policies/Additional Feedback:

- Current Policies:
 - Director salary is not part of the formula.
 - There is a cap of 6% of total Pre-K revenue for administrative costs.
- Additional Feedback:

Committee Revision/ Notes: 6% of total revenues and put in fixed rate?

Non-Instructional, Administrative Expenses, and Startup Funds

Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
7. 8-10 year refurbishment funds	DECAL Policy Recommendation	Reallocation	Recommendation: # 3

DECAL Suggested Revision: DECAL should develop a consistent policy for classroom refurbishment funds.

Current Policies/Additional Feedback:

- Current Policies:
 - When funding is available providers have been given refurbishment funds.
- Additional Feedback:

Committee Revision/ Notes: same location?

Roster Based Payments

Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
1. Roster based payments proration should exclude fixed costs as long as above a certain threshold (e.g., 20 students) (14 green dots)	DECAL Policy Recommendation	Reallocation	Recommendation # 1
2. Remove fixed costs from prorated amount	DECAL Policy Recommendation	Reallocation	Recommendation: # 4

DECAL Suggested Revision: Move recommendation 1 to subcommittee for vote. Delete recommendation 2.

Current Policies/Additional Feedback:

- Current Policies:
 - Payments are based on the number of children at each roster cycle.
 - Proration for less than 22 students is calculated across all categories.
- Additional Feedback:
 - Recommendation 1 provides encouragement to maintain sufficient enrollment.

Committee Revision/ Notes:

Roster Based Payments

Committee Recommendation:	DECAL Policy Recommendation or Full Education Policy Recommendation (Both are tracked)	Funds/Resources (as currently written) 1) Additional 2) Reallocation 3) Neither	Committee Recommendation: April 17
3. Base payments after September on average enrollment for each roster cycle.	DECAL Policy Recommendation	Reallocation	Recommendation: # 3

DECAL Suggested Revision: DECAL should conduct further research to determine feasibility and impact on providers.

Current Policies/Additional Feedback:

- Current Policies:
 - Payments are based on roster data using a “count day” for each roster cycle.
- Additional Feedback:
 - Need to explore capability of roster system (PANDA) to compute “average enrollment”
 - May impact payment schedule.

Committee Revision/ Notes:

Presently look at entrance and exit dates – Review current protocols and run different scenarios -